



H-2A Agricultural Clearance Order
Form ETA-790A
U.S. Department of Labor

A. Job Offer Information

1. Job Title * BEEKEEPER							
2. Workers Needed *	a. Total	b. H-2A Workers	Period of Intended Employment				
	4	4	3. First Date * 6/26/2023	4. Last Date * 11/1/2023			
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
6. Anticipated days and hours of work per week (an entry is required for each box below) *						7. Hourly Work Schedule *	
44	a. Total Hours	8	c. Monday	8	e. Wednesday	8	g. Friday
0	b. Sunday	8	d. Tuesday	8	f. Thursday	4	h. Saturday
						a. 8 : 00	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
						b. 5 : 00	<input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units / Estimated Hourly Rate / Special Pay Information \$	
\$ 17 . 33		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$ _____			
9. Is a completed Addendum A providing additional information on the crops or agricultural activities to be performed and wage offers attached to this job offer? *						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> N/A	
10. Frequency of Pay: * <input type="checkbox"/> Weekly <input type="checkbox"/> Biweekly <input checked="" type="checkbox"/> Other (specify): SEMI-MONTHLY							
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							

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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *		3	3. Training: number of <u>months</u> required. * 0
4. Basic Job Requirements (check all that apply) §			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> f. Exposure to extreme temperatures	
<input checked="" type="checkbox"/> b. Driver requirements		<input type="checkbox"/> g. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> h. Extensive sitting or walking	
<input type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> i. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>110</u> lbs.		<input checked="" type="checkbox"/> j. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. §
6. Additional Information Regarding Job Qualifications/Requirements. * (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) See Addendum C			

C. Place of Employment Information

1. Place of Employment Address/Location *			
400 240th AVE NW			
2. City *	3. State *	4. Postal Code *	5. County *
BALDWIN	North Dakota	58521	Burleigh
6. Additional Place of Employment Information. (If no additional information, enter " NONE " below) * From Bismarck, ND city center: West on E Rosser Ave 0.1 mi; take 2nd right onto N 4th St 2.1 mi; turn right onto E Century Ave 0.5 mi; turn left onto US 83 N, continue for 16.2 mi; turn left onto 240th Ave NW 0.2 mi. Destination will be on right. See attached list of registered bee yards in the state of ND - all work is completed for Harvest Honey, Inc.			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

D. Housing Information

1. Housing Address/Location *			
400 240TH AVE NW			
2. City *	3. State *	4. Postal Code *	5. County *
BALDWIN	North Dakota	58521	Burleigh
6. Type of Housing (check only one) * <input checked="" type="checkbox"/> Employer-provided (including mobile or range) <input type="checkbox"/> Rental or public		7. Total Units * 1	8. Total Occupancy * 11
9. Identify the entity that determined the housing met all applicable standards: * <input type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other (specify): _____			
10. Additional Housing Information. (If no additional information, enter " NONE " below) * See Addendum C			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> N/A

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E. Provision of Meals

1. Describe how the employer will provide each worker with three meals per day or furnish free and convenient cooking and kitchen facilities. *

(Please begin response on this form and use Addendum C if additional space is needed.)

Employer does not provide meals. Kitchen are provided in each living facility and workers will have 24 hour access to these facilities. Once per week, workers will be provided free transportation for personal errands (groceries/bank/etc) to a location within a 30-mile radius. For trips requested (approval not guaranteed) outside this frequency or radius, workers will be responsible to pay mileage costs based on IRS mileage rates in effect at the time of usage (if usage is approved). Unauthorized usage of a vehicle will be considered theft and worker may be subject to immediate termination. In the event that kitchen facilities become unavailable during the contract period, employer will provide three daily meals in accordance with 20 CFR 655.122(g). In such circumstances, employer will deduct the cost of such meals up to the maximum allowable amount published in the Federal Register, or as otherwise approved by the U.S. Department of Labor.

2. The employer: *

☐ **WILL NOT** charge workers for meals.

☒ **WILL** charge each worker for meals at \$ 15 . 46 per day, if meals are provided.

F. Transportation and Daily Subsistence

1. Describe the terms and arrangements for daily transportation the employer will provide to workers. *

(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C

2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *

(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C

3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *

a. no less than

\$ 15 . 46

per day *

b. no more than

\$ 59 . 00

per day with receipts

G. Referral and Hiring Instructions



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1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer (or the employer's authorized hiring representative), methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

Referrals from Local Job Service Office, word-of-mouth, and other sources may contact Roberta Verhoek at 701-734-6298. Gate hires (walk-up workers) may apply at the work-site (400 240th Ave NW, Baldwin, ND 58521).

To be eligible for employment, applicants must:

1. Be able, willing, and available to perform the specified job duties for the duration of the contract period;
2. Have been apprised of all material terms and conditions of employment;
3. Agree to abide by all material terms and conditions of employment;
4. Be legally authorized to work in the United States; AND
5. Satisfy all minimum job requirements.

Only workers meeting all qualifications on the job order should be referred by the Job Service Office. In the event the employer received phone calls or walk-up workers interested in the job offer, the employer must inform the worker of the job requirements and duties, must consider the worker for the job based on the worker's qualifications and must report the results on the final recruitment report. Applicants, Workforce Agency Personnel, Walk-Ins, Gate-Hires, etc. may call for an interview during normal business hours Monday through Friday 8:00 am - 11:00 am and from 2:00 pm to 4:00 pm. The schedule of the employer's personal and telephone interviews of referrals will be coordinated by the employer with the local job service office. Personal interviews may be conducted at the local job service office. State Workforce Agency Representatives should contact the following person regarding employment opportunities:

Roberta Verhoek

Phone: 701-734-6298

Email: info@harvesthoneyinc.com

Worksite Address: 400 240th Ave NW, Baldwin, ND 58521

2. Telephone Number to Apply *
+1 (701) 734-6298

3. Extension §
N/A

4. Email Address to Apply *
info@harvesthoneyinc.com

5. Website Address (URL) to Apply *
jobsnd.com

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No

I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders

By virtue of my signature below, I **HEREBY CERTIFY** my knowledge of and compliance with applicable Federal, State, and local employment-related laws and regulations, including employment-related health and safety laws, and certify the following conditions of employment:

1. **JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an *H-2A Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR part 653, subpart F and the requirements set forth in 20 CFR 655, subpart B. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR part 655, subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.

2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all places of employment for which the employer is requesting temporary agricultural labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).

3. **HOUSING FOR WORKERS:** Employer agrees to provide or secure housing for the H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, and/or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations or public housing are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).

Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, and/or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the employer provides evidence that housing has been inspected and approved or, in the case of rental or public accommodations, is otherwise in full compliance.

4. **WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).

5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f), .210(d), or .302(c).



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6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g). When a charge or deduction for the cost of meals would bring the worker's wage below the minimum wage set by the FLSA at 29 U.S.C. 206, the charge or deduction must meet the requirements of 29 U.S.C. 203(m) of the FLSA, including the recordkeeping requirements found at 29 CFR 516.27.

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. *Transportation to Place of Employment (Inbound)*

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker came to work for the employer to the employer's place of employment, whether in the U.S. or abroad. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will be less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. *Transportation from Place of Employment (Outbound)*

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).

If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's place of employment to such subsequent employer's place of employment, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's place of employment to such subsequent employer's place of employment, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the employer's obligation to hire U.S. workers who apply or are referred after the employer's date of need during the recruitment period set out in 20 CFR 655.135(d). 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's place(s) of employment at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.104 or 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).



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If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

Important Note: In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. The records must include each worker's permanent address, and, when available, permanent email address, and phone number(s). All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).

10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) if piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).

11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), a prevailing wage rate, the agreed-upon collective bargaining rate, the Federal minimum wage, or the State minimum wage, whichever is highest, for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing wage rate, Federal minimum wage, State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest. If the applicable AEWR or prevailing wage is adjusted during the contract period, and that new rate is higher than the highest of the AEWR, the prevailing wage, the collective bargaining rate, the Federal minimum wage, or the State minimum wage, the employer will increase the pay of all employees in the same occupation to the higher rate no later than the effective date of the adjustment. If the new AEWR or prevailing wage is lower than the rate guaranteed on this job order, the employer will continue to pay at least the rate guaranteed on this job order.

If the worker is paid on a piece rate basis, the piece rate must be no less than the prevailing piece rate for the crop activity or agricultural activity and, if applicable, a distinct work task or tasks performed in that activity in the geographic area, if one has been issued. At the end of the pay period, if the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).

For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer guarantees that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).

12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, the employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the U.S. Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the *Federal Register*, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract after the worker fails to show up for work at the regularly scheduled time for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable



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to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).

The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's place of employment if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's place of employment to the subsequent employer's place of employment. 20 CFR 655.122(h)(2).

15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer or who does not require a visa for entry to the United States, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the work contract at minimum will be the terms of this clearance order, including all Addenda, the certified *H-2A Application for Temporary Employment Certification* and any obligations required under 8 U.S.C. 1188, 29 CFR part 501, or 20 CFR part 655, subpart B. 20 CFR 655.122(q).
17. **ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:**
- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated first date of need, unless the employer has amended the first date of need at least 10 business days before the original first date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., email notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended first date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated first date of need, and the employer fails to notify the OHO at least 10 business days before the original first date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated first date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(3)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and/or any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. §§ 2, 1001.

1. Last (family) name * VERHOEK	2. First (given) name * ROBERTA	3. Middle initial § J
4. Title * PRESIDENT		

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5. Signature (or digital signature) * Digital Signature Verified and Retained By <i>Certifying Officer</i>	6. Date signed * 5/4/2023
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For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	143- 78- 33- SE- Shane Morris North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 79- 25- NE- Shane Morris North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143-78- 33- SW- Mark Hausauer North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 79- 12- NW- Gary and Kathy Speten North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 79- 15- SW- Dan and Calvin Johnson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 79- 3- SE- Dan and Calvin Johnson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 79- 24- NW- Paul Asplund North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 75- 26- SW- Jim Heidt North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 75- 31- NW- Allen (Alvin) Vollmer North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144-76- 12- SW- Doug Hertz North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	144- 76- 15- NE- Amy Wonnemberg (Lloyd) North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 76- 20- NW- Elma Burnhardt North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144-76- 22- SW- Earl Seilinger (Leona) North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 76- 22- NE- Earl Seilinger (Leona) North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144-76- 34- SE Virgil & Susan Burrer North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144-77- 3- SE- Lyle & Janet Wagner North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144-77- 6- NE- Robert and Clara Rasmussen North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 77-31- NW- Robert and Clara Rasmussen North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144-77- 14-SW- David Bernhardt (Barmhardt) North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144-77- 24- NW- Ray Jacobsen North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	144-77- 36- NW- John Hruby North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144-78- 9- NE- Jerry Buchholz North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 78- 15- NW-Jerry Buchholz North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 78- 22- SW- Rick Steinert North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	136-78- 8- SW-John Kimbal North Dakota EMMONS	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	136-78- 18- SE- John Kimbal North Dakota EMMONS	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134- 95- 28- NW- Byran Doe North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134- 96- 27- SW- Byran Doe North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134-95- 24- SW-Byran Doe North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134- 96-35- NE- Byran Doe North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	134- 96- 34- SW- Byran Doe North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134- 95- 26- SW- Byran Doe North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134- 95- 34- NW- Byran Doe North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134- 95- 32- SE-Russ Schauer North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134- 95- 33- SE- Russell Schauer North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134- 95- 33- SW- Russ Schauer North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	133- 94- 18- NW- Russ Schauer North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134- 95- 35- SE- Russ Schauer North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	133-94- 6- SW-Russ Schauer North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	133- 94- 19- SE- Russ Schauer North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	133- 95- 8- SW- Russ Schauer North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	133-95- 24- NW- Russ Schauer North Dakota HETTINGER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 80- 11- SE- Basaraba Farms, LLC North Dakota MCLEAN	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	1438024SWDonley (Bob) Bergquist North Dakota MCLEAN	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 81- 33- NE- Logan Roller North Dakota MCLEAN	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 81- 36- SE- Wayne Braun North Dakota MCLEAN	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC.	144-80- 26- NW-Dennis Ewine North Dakota MCLEAN	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	145- 79- 34- SE- Annete Backman North Dakota MCLEAN	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	134-80- 6- NE- Vern Kaye North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	135- 80- 29- NE- Vern Kaye North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	135- 80- 33- SW- Vern Kaye North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	135- 80- 35- NE- Vern Kaye North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	136- 80- 20- SW- Vern Kaye North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	135-82- 24- SE- Nick Fleck North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	135- 82- 26- NE- Nick Fleck North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	135- 82- 28- SW- Harold Schmidt North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	136- 81- 5- SW- Richard (Dick) Tokash North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	136- 81- 9- NW-Richard (Dick) Tokash North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	136- 81- 13- NW- Troy Miller North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	136- 81- 30- SE- Jeff Renner North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	136-82- 32- SW- Melvin Fischer North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	136- 82- 36- NW- Steve Tomac North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	137- 80- 6- SE- Ernest Seeman North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	137- 80- 22- NW - Kevin Schmidt North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	137- 81- 24- SW- Tom Weinberger North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	137- 81- 33- NE- Vern Leingang North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	137- 82- 3- SE- Roger Griffin North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 81- 19- SW- James Schwartzbauer North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138-81- 27- NW- Richard Renner North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 82- 9- NE- Monte Pulkrabek North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	138- 82- 11- NW -David Hendrickson North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 82- 13- NW- Dennis Renner North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 81- 29- SE- Dennis Renner North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 82- 26- SE- Bill Kalesalek North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 82- 27- NW -Bill Kalesalek North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138-81- 31- NW- Bill Kalesalek North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 82- 33- NW- Fred Helbling (Hedling) North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 83- 12- SE- Mark Grosz North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 83- 26- NE- Kent Vandenberg North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	139- 82- 5- NE- Mike Ferderer North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	139- 82- 10- NW- Elaine Boehm (Edward) North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	137-93- 31- SW- Samantha Rivinius North Dakota STARK	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	139- 82- 2- SW-Elaine Boehm (Edward) North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 82- 34- SE- Elaine Boehm (Edward) North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140-81- 20- SW- Chuck Mork North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140-82- 3- NW-Dan Little North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 82- 8- SW- Dan Little North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 82- 9- SW- Rick Schlosser North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 82- 23- NE- Larry Graff North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140-82- 27- NE- Kevin Fishbeck North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	140-83- 13- NW-Walter Vogel North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140-83- 24- SW-Walter Vogel North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 83- 24-SW-Walter Vogel North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 83- 33- SE- Dalen Kroft North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 84- 2- SW-John Hatzenbuhler North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140-84- 27- NW- Bryan Hoesel North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 82- 8- SE- Sandra Orgaard North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 83- 25- SE- Ralph Kautzman North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 81- 7-SW- Carlyle Hillstrom North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 1- 8- SE- Carlyle Hillstrom North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	142- 82- 8- SE- Linda Niess North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 82- 15- NW- Carmen Hickie North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 82- 12- SW- Carmen Hickie North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 82- 13- NW-Raynard Schmidt (Joletta) North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 82- 22- SW- Raynard Schmidt (Joletta) North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 82- 29- NE- Rodney Hickie North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	145- 74- 21- SW- Brian Renton North Dakota SHERIDAN	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	145- 75- 20- NE- Dean Morley North Dakota SHERIDAN	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	145- 77- 32- NE- Jon Hunke North Dakota SHERIDAN	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	146- 75- 29- NW- Kerry Lynn Dockter North Dakota SHERIDAN	Apiary Location	6/26/2023	11/1/2023	4

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	146- 75- 28- NE- Darlene Feckle North Dakota SHERIDAN	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	139- 83- 14- NW- Steve & Barbra Pitman North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143-78- 13- NW- Steven Bauer North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 78- 32- SE- John Paul McCormick North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC.	137- 81- 3- SE- Glenn Stasney North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC.	138- 79- 9- SW- Joe Brendell North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC.	138- 80- 15- NWLincoln Oakes Nursery North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 84- 21- NE- Bryan Reinhardt North Dakota OLIVER	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	135- 83- 14- NE- Kurt Schmidt North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC.	137- 80- 8- NW- Krisha Fuller North Dakota MORTON	Apiary Location	6/26/2023	11/1/2023	4

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HARVEST HONEY, INC	140- 79- 18- NW- Mark & Judy Weir North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 75-8- NE- Kelly Dollinger North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 79- 6- NW- Del Jose North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 78- 32- NW- Nancy McCormick North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138-78- 9- NW- Jasmine Schnaible North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC.	134- 82- 36- SEJohn Floberg North Dakota SIOUX	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC.	140- 81- 2-SE-Brandon Reems North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	138- 78- 34- SW- Lyle & Elizabeth Ennen North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 77- 22- SW- Casey Schlosser North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	139- 76- 30- SW- David Lang North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	139- 77-6 - SW- David and Kathy Bliss North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	139- 77- 8- SE- Ron Aberle/Aberle Farms North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	139- 77- 13- NW- Ron Aberle/Aberle Farms North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	139- 78- 16- SW- Scott & Tara Salter North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	139- 79- 24- SW- Diane & Don Smith North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 75- 10- NW- Thomson Soule North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC.	140- 76- 12- NW- Ron Seibel North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 76- 14- NE- Floyd Seibel (Ron) & Rosabella North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 77- 9- NW- Rodney Binstock North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 78- 1- SE- Rodney Binstock North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	140- 78- 2- NW- Donald McCormick North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 78- 14- NW- Donald McCormick North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 78- 9- NW- Todd Winkler North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 78- 19- NW- Sherman Brothers (Michael) North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	14078- 30- NE- McCormick Ranch Inc. - Roman Kauffman North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 79- 11- SE- Gene Ryberg North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 79- 14- SW- Gene Ryberg North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 79- 31- SE- Craig Clooten North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 80- 36- SW- Craig Clooten North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 80- 10- NE- Tom Schulz North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	140- 80- 13- SE- Kylin & Whitney Schnabel North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 81- 2- NE- Brad Sether North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 81- 2- NW- Larry & Kathy Wall North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 79- 3- SW- Larry & Kathy Wall North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 79- 11- SE-Larry & Kathy Wall North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 79- 20- NW- Larry & Kathy Wall North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 79- 17- NW- Larry & Kathy Wall North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144-79- 20- SW- Larry & Kathy Wall North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 79- 22- NW- Larry & Kathy Wall North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	140- 81- 13- NW- Brent Herbel North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC.	140- 81- 26- NW- Larry Hoge North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 75- 2- NW- Dennis Deckert North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 75- 14- NW- Dennis Deckert North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 75- 17- NE- Dennis Deckert North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 75- 8- SW- Bryce Elkholt North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 76- 8- SE- Jerry Thorson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 76- 19- NE- Chad Ellingson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 77- 24- SE- Chad Ellingson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 77- 5- SE- Gary Huether North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141-77- 10- NW- Delbert & Arlene Olson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC.	141-77- 12- NE- Delbert & Arlene Olson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141-77- 20- NW/NE- William Vogel North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 77- 21- SW- Raylene Alexander/Raymond Goetz North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 77- 30- NE- John Trygg North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 78- 24- NW- John Trygg North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 77- 33- SW- Ken Wald North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 77- 28- SE- Ken Wald North Dakota BURLEIGH		6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 78- 1- SE- Marc Sundquist North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 79- 1- NE- Marc Sundquist North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 79- 31- SW- Tom Schulz North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	142-78- 6- SW- Marc Sundquist North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 78- 6- NW- Patricia Ryberg North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 78- 18- SW- Ray Wald North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 78- 20- NE- Roger Schroeder North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 78- 27- SE- Roger Schroeder North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 78- 23- NE- Russ Christiansen North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141-78- 31- NE- Mike Rogstad North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141-79- 20- NW- Lee Fricke (or Randy) North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 79- 23- SE- Lou Schuler North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 79- 32- NE- Brian & Lisa Geiger North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	141- 79- 32- SW- Gary Small North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 80- 13- SE- Ethan (Terry) Schonert North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 80- 25- NE-Betty Lenihan North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 80-34- SW- Roy Schonert North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142-75- 5- NW- Reuben/Lauerne Rachel North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 76- 4- SW- Larry Bergquist North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 76- 33- NE- Larry Bergquist North Dakota BURLEIGH	4	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 76- 12- NW- Darrell Oswald North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 76- 21- SW- David Luiska North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 76- 26- NE- Theodore (Ted) A Ryberg North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	143- 75- 7- SW- Theodore (Ted) A Ryberg North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 76- 30- NE- Rod Swenson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 76- 34- SE- Don Hoge North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	141- 80- 28- NW- Don Hoge North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 77- 4- NE- Rosemary Hanson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 77- 23- SW- Rosemary Hanson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 77- 5- SE- Marlin Kling North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 77- 11- NW- Greg Fisher North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 78- 14- SE- Steven Bauer North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 78- 21- NE- Steven Bauer North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	142- 78- 32- NE- Ron Siedel North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 79- 12- SE- Larry Falkenstein North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 77- 8- SE- Larry Falkenstein North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143-77- 30- NW- Clayton McCulloch North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 79- 22- NW- Robert Anderson North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 79- 24- NE- Kurt Falkenstein North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 79- 29- NW- Bob Sorch North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 80- 23- SW- Rich Sorch North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 80- 29- NE- Martin Hagen North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 80- 34- SE- Harvest Honey North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	142- 81- 35- NE- Greg Mariner North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 75- 26- NW-Ron & Dorthy Wagner North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 75- 30- SE-Jay Feil and Landon Feil [Starion Financial] North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	145- 75- 27- NE- Jay Feil and Landon Feil [Starion Financial] North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 76- 20- SW- Ronald Hein North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 76- 34- NE- Marline Hochhalter North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 75- 15- SE- Marline Hochhalter North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 77- 5- NE- Gerald Rasmussen North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	144- 77- 20- SW- Gerald Rasmussen North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 77- 12- NE- Lloyd Stroh North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
HARVEST HONEY, INC	143- 77- 33- SW- Jesse Hellman North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143-77- 34- SE- Ralph R. Fischer North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	142- 76- 6-SW- Ralph R. Fischer North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 78- 11- SW- James McCullough North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 78- 26- SE- Glen Bauer North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4
HARVEST HONEY, INC	143- 78- 28- NE- Leroy Hochhalter (Myrna) North Dakota BURLEIGH	Apiary Location	6/26/2023	11/1/2023	4

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1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Inspection Entity *
<input checked="" type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations	400 240TH AVE NW BALDWIN, North Dakota 58521 BURLEIGH		1	9	<input type="checkbox"/> Local authority <input checked="" type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____
<input type="checkbox"/> Employer-provided <input type="checkbox"/> Rental or public accommodations					<input type="checkbox"/> Local authority <input type="checkbox"/> SWA <input type="checkbox"/> Other State authority <input type="checkbox"/> Federal authority <input type="checkbox"/> Other _____

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Beekeeping (75%) -moving hives/hive assessment/feeding and treating/superng/ pulling honey/preparing treatments/shipping or receiving bees & equipment, etc.</p> <p>Extracting (15%) removing honey from honey comb using machines of semi-automatic machinery to complete the tasks required for extraction (uncover: using sheets for removing wax that seals in the honeycomb of honey; turn the exhaust: machine use rotating said frames at high speeds to force the honey frames; breeding honey (nozzle open to allow the honey to flow tank in bulk in 55-gallon drums) turn off after filling); use forklift to remove barrels fill of chips of wax after machine of separator removes wax from honey. Move honey supers before/after extraction. Wash barrels, barrel honey, label barrels and loading them onto trucks when shipping out. Clean extracting room and equipment.</p> <p>Related Farm Activities (10%) - mowing worksite/registered locations, sorting & repairing equipment, driving to registered locations/picking up parts, cleaning shop/equipment, etc.</p> <p>All locations are registered to Harvest Honey, Inc. in the state of North Dakota and all work completed is for Harvest Honey, INC.</p> <p>Due to different activities within the season workers may be requested (but not required) to work additional hours or on Sunday to accomplish tasks in the time required due to crop maturity, weather, and shipping schedule (arrival in ND and shipment from). Inclement weather & acts of God leading may cause fluctuation in hours (decrease/increase).</p>			

b. Job Offer Information 2

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Deductions: Social Security, Federal Tax, State Tax, Other: deductions for willful destruction of property, advances, or government mandated garnishments.</p> <p>Employer may charge worker for reasonable cost of damages to property and/or replacement of tools and/or equipment if such damage is found to have been the result of worker's willful misconduct or gross negligence. If the employer receives a fine for acts committed by a worker on the road while driving an employer provided vehicle or equipment and he or she is at fault, the fine amount will be deducted from the employees wages when expressly authorized by the worker in writing.</p>			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Due to exposure to honey, pollen, and bees, worker cannot have allergies to any of the preceding items. 3 months Commercial beekeeping experience: hive assessment (able to identify queen bee, assess strength of hive [to implement proper treatment] and identify hive threat [hive beetle, mites, etc]) able to identify honey comb quality for sorting between brood and honey frames. Worker is required to have or be able to obtain a valid drivers license within 60 days of hire, provide written permission for employer to review their Drivers Record and be eligible for employers vehicle insurance. Because the work is agricultural, overtime rates are not applicable.			

d. Job Offer Information 4

1. Section/Item Number *	D.10	2. Name of Section or Category of Material Term or Condition *	Additional Housing Information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * House furnished and have laundry facilities available. Housing and utilities are provided at no cost to workers unable to return to their place of the same day. If both male and female workers are hired, separate toilet, shower facilities, and sleeping rooms, will be provided by the employer. Housing will be clean and meet all applicable Federal Housing Standards. Out of respect and courtesy for shared living spaces, quiet hours are from 10:00pm to 5:30am.			

For Public Burden Statement, see the Instructions for Form ETA-790/790A.

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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Transportation between housing and work site will be provided daily at no cost to worker residing in employer-provided housing. Workers who decline employer-provided housing are responsible for own daily transportation. Company owned vehicles (trucks/pick-ups) will be used by workers to commute from primary worksite (400 240TH AVE NW. BALDWIN ND, 58521) to any secondary work site locations and back. Employer provides fuel for these vehicles			

f. Job Offer Information 6

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The employer will reimburse the worker for cost of transportation subsistence to the employer's work site when the worker completes 50% of the work period. Upon completion of the contract, employer will pay costs of transportation and subsistence from the place of employment to the place of recruitment, except where the worker will not be returning to the place of recruitment due to the subsequent employment with another employer who agrees to pay such costs, in which case the employer will only			

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	F.1	2. Name of Section or Category of Material Term or Condition *	Daily Transportation -
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>Transportation between housing and work site will be provided daily at no cost to workers residing in employer-provided housing, if same is not within walking distance. Workers who decline employer-provided housing are responsible for own daily transportation. Currently company owns 9 (subject to change if the employer sales or purchases additional vehicles during this time) vehicles (flatbed trucks or pick-ups with box bed with a in-cab seating capacity of 2 to 6 persons) will be used by workers after clock-in to commute from primary worksite (400 240TH Ave. NW. Baldwin, ND 58521) to any secondary worksite locations and back before clock-out. For personal errands, employer owned pick-ups/small flatbed trucks with seating capacity of 2 to 6 persons. All employer-provided transportation will meet federal, state, and local safety standards/laws and be insured by the employers vehicle insurance.</p>			

h. Job Offer Information 8

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - null
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>pay for the transportation and subsistence to the next job. The amount of the transportation payment will be equal to the most economical and reasonable similar common carrier transportation charges for the distance involved. These arrangements apply only to workers for whom the employer is legally obligated to supply housing.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Rules
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>These Work Rules provide guidance to workers regarding acceptable conduct standards and general expectations. This document is not intended to be comprehensive. Repeat or severe violations of the Work Rules may result in immediate termination. Other policies and/or disciplinary measures may apply at employer's discretion.</p> <p>1. Workers must comply with all rules relating to discipline, attendance, work quality and effort, and the care and maintenance of all employer-provided property. Workers must raise safety and health concerns with the employer.</p> <p>2. Workers must perform work carefully and in accordance with employer's instructions. Workers may not sleep, waste time, loiter, or horseplay during working hours. Workers performing sloppy work may be suspended without pay for the remainder of a workday or for up to three days, depending on the degree of infraction, the worker's prior record, and other relevant factors. Employer may discharge worker for subsequent offenses. Insubordination is cause for termination.</p> <p>3. Workers must be present, able, and willing to perform every scheduled workday at the scheduled time unless excused by employer. Workers must report any absence from work prior to the scheduled start time. Employer may terminate any worker who abandons employment (five consecutive workdays of unexcused absence).</p> <p>4. Workers may not use or possess alcohol or illegal drugs during work time or during any workday before work is completed for the day (such as during meals or breaks). Workers may not report for work under the influence alcohol or illegal drugs.</p> <p>5. Workers may be terminated for excessive alcohol use or drunk/disorderly conduct in housing after hours. Workers may not use, possess, sell, or manufacture illegal drugs on any employer premises or worksites, including housing.</p> <p>6. Workers are prohibited from smoking in company vehicles or buildings of any kind, including employer provided housing.</p> <p>7. Workers may not abuse or destroy any machinery, vehicle, equipment, tools, or other property belonging to the employer or to other workers. Workers may not deliberately restrict production or damage products/commodities nor impede the performance of fellow workers.</p> <p>8. Workers must report any damage or breakdown of equipment, tools, or other property belonging to the employer.</p> <p>9. Workers may not leave trash (bottles, paper, old hive treatments, etc) in bee yards, company work areas, vehicles or on housing premises. Workers must properly use trash and waste receptacles.</p> <p>10. Workers must take care to handle tools and equipment and product in a manner to avoid injury or damage and wear personal protective equipment in accordance with the job being performed.</p> <p>11. Workers must report any injuries or accidents promptly to the employer or immediate supervisor.</p> <p>12. All workers will be responsible for cleaning their living/cooking quarters and subject to weekly housing inspection to ensure compliance with respectful living and courtesy towards co-workers. Employer does not permit pets of any kind. Employer reserves the right to enter housing at any time.</p>			

j. Job Offer Information 10

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Rules Continued 1
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>12. Workers must occupy housing that employer assigns to them. No persons, other than workers assigned by employer, may sleep in housing. Workers living in employer-provided housing must lock the housing and turn off all lights and personal electronics before leaving for work each morning. Workers must close all doors and windows while using air conditioner or heat and during adverse weather conditions.</p> <p>13. Workers may not interrupt other workers' rest/sleep periods by excessive or unnecessary noise or commotion. Quiet hours are from 10:00 pm ? 5:00 am.</p> <p>14. Workers may not verbally or physically threaten or intimidate other workers, the employer, supervisors, or members of the public with any tool or weapon. Workers are prohibited from harassing others and engaging in abusive behavior of any kind. Workers who violate this rule may be subject to immediate termination.</p> <p>15. Workers may not steal from other workers or the employer (including, but not limited to: employer provided tools and protective gear [ie. Hive tools, smokers, bee suits etc]). Workers who violate this rule may be subject to immediate termination.</p> <p>16. Workers are to promptly and accurately complete and turn in yard records and information regarding their assigned duties for the day to the office staff (e.g. Yard treatment and/or hive movement cards, shipping documents, drum fill sheets) and verbally communicate observations to immediate supervisor.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

k. Job Offer Information 11

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Prohibition of paying fees
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			
<p>No worker (potential or current) should pay (cash, cash equivalent, provide free services/goods, or any other method of payment or benefit) to any person (recruiter, supervisor, co-worker, family member, etc.) for consideration for employment or to retain current employment. If worker has been solicited to pay or has made payments to anyone to secure a position of employment, worker must immediately notify employer. Employer will investigate all claims of illegal fees and take immediate remedial action as appropriate.</p>			

l. Job Offer Information 12

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *			

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